

Complex Inequality And Working Mothers

This book explores the ways that women combine motherhood with paid work in contemporary Ireland and the consequences for individual women, families, childminders and Irish society. This book demonstrates the difficulties women encounter when trying to satisfy working and mothering lives which are governed by quite different values. Drawing on focus groups and interviews with thirty women who combine motherhood with paid work in Ireland, this book reveals the difficulties, complexities and dilemmas women experience and reveals

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that there is a complex system of inequality which occurs when women combine motherhood with paid work. These inequalities occur at individual, discursive, social and structural levels and their combination makes it difficult for women to satisfy working and mothering lives. Contemporary society uses maternity to divide and conquer women, both in public and private spheres, and women's inequalities are maintained because the issue is privatised, women are silenced and ignored. This book looks at the gender system which creates this complex inequality and reveals that by privileging some women sometimes, enduring inequalities

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are created for all women.

A comprehensive legal theory is needed to prevent the persistence of sexual harassment. Although requiring sexual favors as a quid pro quo for job retention or advancement clearly is unjust, the task of translating that obvious statement into legal theory is difficult. To do so, one must define sexual harassment and decide what the law's role in addressing harassment claims should be. In *Sexual Harassment of Working Women*,¹ Catharine Mac-Kinnon attempts all of this and more. In making a strong case that sexual harassment is sex discrimination and that a legal remedy should be available for it, the book proposes

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a new standard for evaluating all practices claimed to be discriminatory on the basis of sex. Although MacKinnon's "inequality" theory is flawed and its implications are not considered sufficiently, her formulation of it makes the book a significant contribution to the literature of sex discrimination. MacKinnon calls upon the law to eliminate not only sex discrimination but also most instances of sexism from society. She uses traditional theories in an admittedly strident manner, and relies upon both traditional and radical-feminist sources. The results of her effort are mixed. The book is at times fresh and challenging, at times needlessly

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provocative. --

<https://www.jstor.org> (Sep. 30, 2016).

Based on extensive research, this text provides a critical investigation of the development of the Women's Co-operative Guild from the 1880s to World War II. Charting the rise and fall of an exceptional feminist political organization, the author assesses the political significance of the movement during the decades of its greatest influence and examines the causes and circumstances of its demise. Advancing a fresh perspective on working-class women's organizations, this book combines historical narrative, biography and

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political analysis.

This collection reveals many forms of servitude that Chinese women have endured, and the avenues of escape open to some of them. The authors are anthropologists, historians and sociologists, but the book is enriched also by contributions from the participants - a social worker, a mui tsai, and a colonial civil servant. The chapters are based on original documentary or oral research and personal experience, and, throughout the book, the voices of the women, their owners and their missionary rescuers can be clearly heard.

Feminists and State Welfare (RLE
Feminist Theory)

The Palgrave Handbook of Prison

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and the Family

Routledge Library Editions:

Feminist Theory

Motherhood, Work, and the Failed
Promise of Equality

The Second Shift

Working Mother

The papers collected

here offer anti-

imperialist feminist

alternatives to second

wave feminism's often

reductive understandings

of freedom;

emancipation;

oppression; empowerment

and democracy.

This interdisciplinary

and international volume

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offers an innovative and critical exploration of the impact of motherhood on the engagement of women in media and creative industries across the globe.

Diverse contributions critically engage with the intersections and overlap between the social categories of worker and mother, and the work of media production and maternal caregiving. Conflicting ideas about, and expectations of, mothers are untangled in the

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context of the working world of radio, film, television and creative media industries. The book teases out commonalities between experiences that are evident across a number of countries, from Hollywood to Bollywood, as well as examining the differences between class, religion, maternal status and cultural frameworks that surround working mothers in various nation states. It also offers some possibilities for

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ways forward that can improve the lives of women workers who are also mothers. A timely and valuable contribution to international debates on equality, mothers and motherhood in audiovisual industries, this book will be of interest to scholars and students of media, communication, cultural studies and gender, programmes engaged with work inequalities and motherhood studies, and activists, funders,

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policymakers and practitioners.

It takes more than a baby to make a mother, and mothers make more than babies. Bringing together a range of international studies, *Motherhoods, Markets and Consumption* examines how marketing and consumer culture constructs particular images of what mothers are, what they should care about and how they should behave; exploring how women's use of consumer goods and services

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shapes how they mother as well as how they are seen and judged by others. Combining personal accounts from many mothers with different theoretical perspectives, this book explores: How advertising, media and consumer culture contribute to myths and stereotypes concerning good and bad mothers How particular consumer choices are bound up with women's identities as mothers The role of consumption for women

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entering different phases of their mothering lives: such as pregnancy, early motherhood, and the "empty nest"

Women in today's advanced capitalist societies are encouraged to "lean in." The media and government champion women's empowerment. In a cultural climate where women can seemingly have it all, why do so many successful professional women—lawyers, financial managers, teachers, engineers, and

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others—give up their careers after having children and become stay-at-home mothers? How do they feel about their decision and what do their stories tell us about contemporary society? *Heading Home* reveals the stark gap between the promise of gender equality and women's experience of continued injustice. Shani Orgad draws on in-depth, personal, and profoundly ambivalent interviews with highly educated London women

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who left paid employment to take care of their children while their husbands continued to work in high-powered jobs. Despite identifying the structural forces that maintain gender inequality, these women still struggle to articulate their decisions outside the narrow cultural ideals that devalue motherhood and individualize success and failure. Orgad juxtaposes these stories with media and

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policy depictions of women, work, and family, detailing how—even as their experiences fly in the face of fantasies of work-life balance and marriage as an egalitarian partnership—these women continue to interpret and judge themselves according to the ideals that are failing them. Rather than calling for women to transform their feelings and behavior, *Heading Home* argues that we must unmute and amplify women's desire,

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disappointment, and
rage, and demand social
infrastructure that will
bring about long-overdue
equality both at work
and at home.

Mysteries of Sex

Difficult Women on

Television Drama

Interrogating the New

Economy

Women and Chinese

Patriarchy

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'working Mothers'

The Making of Mothers in

Contemporary Western

Cultures

Feminism, Anti-

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Imperialism,
Multiplicity

Shadow Mothers shines new light on an aspect of contemporary motherhood often hidden from view: the need for paid childcare by women returning to the workforce, and the complex bonds mothers forge with the "shadow mothers" they hire. Cameron Lynne Macdonald illuminates both sides of an unequal and complicated relationship. Based on in-depth interviews with professional women and childcare providers—immigrant and American-born nannies as well as European au pairs—Shadow Mothers

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locates the roots of individual skirmishes between mothers and their childcare providers in broader cultural and social tensions. Macdonald argues that these conflicts arise from unrealistic ideals about mothering and inflexible career paths and work schedules, as well as from the devaluation of paid care work.

The evolving differences between women and men over a span of five hundred years and across major social and ethnic boundaries are traced in an analysis that presents different problems in American history in terms of a quandary of sex.

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'Space Gender Knowledge' is an innovative and comprehensive introduction to the geographies of gender and the gendered nature of spatial relations. It examines the major issues raised by women's movements and academic feminism, and outlines the main shifts in feminist geographical work, from the geography of women to the impact of post-structuralism. In making their selection, the editors have drawn on a wide range of interdisciplinary material, ranging across spatial scales from the body to the globe. The book presents influential arguments for the importance

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of the intersection between space and gender. Looking both at geography and beyond the discipline, it explores the gendered construction of space and the spatial construction of gender. Divided into a number of conceptual sections, each prefaced by an editorial introduction, this reader includes extracts from both landmark texts and less well-known works, making it an indispensable introduction to this dynamic field of study. In a much-publicized and much-maligned 2003 New York Times article, "The Opt-Out Revolution," the journalist Lisa Belkin made the

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controversial argument that highly educated women who enter the workplace tend to leave upon marrying and having children. Women Who Opt Out is a collection of original essays by the leading scholars in the field of work and family research, which takes a multi-disciplinary approach in questioning the basic thesis of "the opt-out revolution." The contributors illustrate that the desire to balance both work and family demands continues to be a point of unresolved concern for families and employers alike and women's equity within the workforce still falls

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behind. Ultimately, they persuasively make the case that most women who leave the workplace are being pushed out by a work environment that is hostile to women, hostile to children, and hostile to the demands of family caregiving, and that small changes in outdated workplace policies regarding scheduling, flexibility, telecommuting and mandatory overtime can lead to important benefits for workers and employers alike. Contributors: Kerstin Aumann, Jamie Dolkas, Ellen Galinsky, Lisa Ackerly Hernandez, Susan J. Lambert, Joya Misra, Maureen Perry-

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**Jenkins, Peggie R. Smith,
Pamela Stone, and Joan C.
Williams.**

Gender Violence, 3rd Edition

The Business Environment 7e

Maternal Theory

Handbook on Well-Being of

Working Women

Space, Gender, Knowledge:

Feminist Readings

Restructuring Work in the

21st Century

Heading Home

As the female labour force continues to expand, the terms on which women participate remain a considerable problem.

Working Women presents a detailed examination of women's position in the paid workforce in a variety of

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first and third world countries and identifies the common cultural and economic factors which create disadvantage.

Theory on mothers, mothering and motherhood has emerged as a distinct body of knowledge within Motherhood Studies and Feminist Theory more generally. This collection, The Second Edition of Maternal Theory: Essential Readings introduces readers to this rich and diverse tradition of maternal theory. Composed of 60 chapters the 2nd edition includes two sections: the first with the classic texts by Adrienne Rich, Nancy Chodorow, Sara

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Ruddick, Alice Walker,
Barbara Katz Rothman, bell
hooks, Sharon Hays, Patricia
Hill-Collins, Audre Lorde,
Daphne de Marneffe, Judith
Warner, Patrice diQinizio,
Susan Maushart, and many
more. The second section
includes thirty new chapters
on vital and new topics
including Trans Parenting,
Non-Binary Parenting, Queer
Mothering, Matricentric
Feminism, Normative
Motherhood, Maternal
Subjectivity, Maternal
Narratology, Maternal
Ambivalence, Maternal
Regret, Monstrous Mothers,
The Migrant Maternal,
Reproductive Justice,
Feminist Mothering, Feminist

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Fathering, Indigenous Mothering, The Digital Maternal, The Opt-Out Revolution, Black Motherhoods, Motherlines, The Motherhood Memoir, Pandemic Mothering, and many more. Maternal Theory is essential reading for anyone interested in motherhood as experience, ideology, and identity.

The magazine that helps career moms balance their personal and professional lives.

A powerful, persuasive, thought-provoking vision for how to finish the long struggle for equality between women and men, work and family When Anne-Marie

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Slaughter accepted her dream job as the first female director of policy planning at the U.S. State Department in 2009, she was confident she could juggle the demands of her position with the responsibilities of her family life. But then parenting needs caused her to make a decision to give her more time for her family. The reactions to her choice to leave Washington because of her kids led her to question the feminist narrative she grew up with. Her subsequent article for *The Atlantic*, 'Why Women Still Can't Have It All,' sparked intense debate and became one of the most-read

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pieces in the magazine's history. Now, in her refreshing and forthright voice, Anne-Marie Slaughter returns with her vision for what true equality between women and men really means, and how we can get there. She uncovers the missing piece of the puzzle, presenting a way in which both men and women can advance and thrive. With moving personal stories, individual action plans, and a broad outline for change, Anne-Marie Slaughter reveals a future in which all of us can finally finish the business of equality for women and men, work and family. 'Unfinished Business

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sets out a powerful vision not only for gender equality, but for the future of work. Anne-Marie Slaughter presents an important approach to tapping into the talent pool of gifted, educated women who have taken time out for their kids - and we need to pay attention.' Eric Schmidt Nannies, Au Pairs, and the Micropolitics of Mothering The rigidity of the traditional division of labour in the family as the main obstacle to women's equality in the world of work

An Intersectional Approach
Interdisciplinary
Perspectives

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Locating the Social
Relations of Domestic Work
Class, Gender, and Networks
of Care

Sexual Harassment of Working
Women

The seventh edition of The Business Environment has been perfectly tailored to cover the core topics that will be studied on an introductory Business Environment module. This fully updated new edition provides comprehensive coverage of the varying factors that make up the business environment, with a particular focus on how these factors impact business organisations and the decisions organisations make. Key Features: Up-to-date coverage The business environment continues to evolve, and this new edition takes on board recent issues including: The after-effects of the 'credit crunch' The emerging economic power of China,

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India and Brazil Data security and privacy Business ethics Cultural identity Climate change Real life examples New opening vignettes introduce the main topic and show the business environment in real life. In addition, the book contains a wealth of shorter and longer case studies featuring companies such as Google, Amazon and Virgin Trains. Pedagogy Clearly written and user friendly, the book boasts a full range of learning tools which include: Learning Objectives, Thinking Around the Subject boxes, Review Questions, and Activities.

Originally published in 1988, this book compiles a collection of works investigating the impact of recession on women's employment. The authors argue that the most important explanation of differences in women's experience between the countries is the form of labour market regulation and organisation. They point

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out that current changes in these forms of regulation, and not displacement of female labour, pose the main threat to any gains that women have made in the labour market in the post- World War II period. This book presents new empirical research about in-home child care in Australia, the United Kingdom and Canada, three countries where governments are pursuing new ways to support the recruitment of in-home childcare workers through funding, regulation and migration.

A collection of previously published articles.

Media Work, Mothers and Motherhood

The Debate Over Working Mothers and

Work-family Balance

Working Women in Canada

Female Diversity and the Polarisation of

Women's Employment

Recent Work in Women's History

The Gender Politics Of Complex Women

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In Serial Narratives

Shadow Mothers

First published in 2001.

**Routledge is an imprint of
Taylor & Francis, an
informa company.**

**This book explores the ways
that women combine
motherhood with paid work
in contemporary Ireland
and the consequences for
individual women, families,
childminders and Irish
society. The book
demonstrates the
difficulties women
encounter when trying to
satisfy working and
mothering lives which are
governed by quite different**

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values. There is a complex system of inequality which occurs when women combine motherhood with paid work. These inequalities occur at individual, discursive, social and structural levels and their combination makes it difficult for women to satisfy working and mothering lives.

An updated edition of a standard in its field that remains relevant more than thirty years after its original publication. Over thirty years ago, sociologist and University of California, Berkeley professor Arlie

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Hochschild set off a tidal wave of conversation and controversy with her bestselling book, *The Second Shift*. Hochschild's examination of life in dual-career households finds that, factoring in paid work, child care, and housework, working mothers put in one month of labor more than their spouses do every year. Updated for a workforce that is now half female, this edition cites a range of updated studies and statistics, with an afterword from Hochschild that addresses how far working mothers have come since

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the book's first publication, and how much farther we all still must go.

"A compilation of policy-relevant research by a multidisciplinary group of scholars on the state of families in rural America in the twenty-first century.

Examines the impact of economic restructuring on rural Americans and provides policy recommendations for addressing the challenges they face"--Provided by publisher.

The Women's Co-Operative Guild, 1880s to the Second World War

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Negotiating the International Audio-Visual Industry

Key Issues in Women's Work

When Care Work Goes Global

Gender inequality in the household

Feminism, Femininity and the Politics of Working Women

Working Families and the Revolution at Home

In this edited collection, Leslie Nichols weaves together the contributions of accomplished and diverse scholars to offer an expansive and critical analysis of women's work in Canada. Students will use an intersectional approach to explore issues of gender, class, race,

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immigrant status, disability, sexual orientation, Indigeneity, age, and ethnicity in relation to employment. Drawing from case studies and extensive research, the text's eighteen chapters consider Canadian industries across a broad spectrum, including political, academic, sport, sex trade, retail, and entrepreneurial work. *Working Women in Canada* is a relevant and in-depth look into the past, present, and future of women's responsibilities and professions in Canada. Undergraduate and graduate students in gender studies, labour studies, and sociology courses will benefit from this thorough and intersectional approach to the study of women's labour. This enlightening volume reveals the range and depth of the scholarship in women's history that has emerged in

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the past decade. Experts examine women's past within distinct and variable cultures, including India, China, and the Middle East, as well as the United States, France, and England. Crucial issues are debated, resulting in a remarkable level of consensus among historians in the evaluations of women's roles and activities. This exciting and important volume clearly demonstrates that women's history continues to raise new and valuable questions for historians. And historians continue to demonstrate that women's history is not only relevant, but intrinsic, to understanding fully the process of historical development.

Women who migrate into domestic labour and care work are the single largest female occupational group migrating globally at present. Their

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participation in global migration systems has been acknowledged but remains under-theorized. Specifically, the impacts of women migrating into care work in the receiving as well as the sending societies are profound, altering gendered aspects of both societies. We know that migration systems link the women who migrate and the households and organizations that employ domestic and care workers, but how do these migration systems work, and more importantly, what are their impacts on the sending as well as the receiving societies? How do sending and receiving societies regulate women's migration for care work and how do these labour market exchanges take place? How is reproductive labour changed in the receiving society when it is done by women who are subject to multifaceted othering/racializing

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processes? A must buy acquisition, When Care Work Goes Global will be an extremely valuable addition for course adoption in migration, labour and gender courses taught in Sociology, Anthropology, Geography, Women's Studies, Area Studies, and International Development Studies. Routledge Library Editions: Feminist Theory brings together as one set, or individual volumes, a series of previously out-of-print classics from a variety of academic imprints. With titles ranging from The Liberation of Women to Feminists and State Welfare, from Married to the Job to Julia Kristeva, this set provides in one place a wealth of important reference sources from the diverse field of gender studies.

Women who Opt Out
International Perspectives on Labour
and Gender Ideology

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Working Women Count!

**An International Comparison of In-home
Childcare Policy and Practice**

**Economic Restructuring and Family
Well-being in Rural America**

**Gender, Class and Race in the New
Economy**

Complex Inequality

This handbook provides an overview and synthesis of relevant literature related to the issue of the well-being of working women. This focus addresses a gap that currently exists in the quality-of-life and well-being fields. The work of the authors answers the following broad questions: Does gender matter in the well-being of

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working women? Do prejudices against and stereotypes of women still play a role in inter-personal interactions in the workplace that could hinder women from flourishing professionally? Does the organizational context, such as organizational culture, reward systems, and leadership, contribute to the well-being of working-women? What impact does the national context have on the well-being of working women? And finally, how can public policies help enhance the well-being of working

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women? These are important issues for academics, researchers, and graduate students interested in gender issues in the fields of management, sociology, psychology, social psychology, economics, and quality of life studies. Policy makers and practitioners will also find this book beneficial. Equitable treatment and outcomes for all, regardless of gender, remains a challenging goal to achieve, with various barriers in different contexts and different cultures, and this book provides strong

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coverage of this important topic of well-being of working women.

This handbook brings together the international research focussing on prisoners' families and the impact of imprisonment on them. Under-researched and under-theorised in the realm of scholarship on imprisonment, this handbook encompasses a broad range of original, interdisciplinary and cross-national research. This volume includes the experiences of those from countries often unrepresented in the

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prisoner's families' literature such as Russia, Australia, Israel and Canada. This broad coverage allows readers to consider how prisoners' families are affected by imprisonment in countries embracing very different penal philosophies; ranging from the hyper-incarceration being experienced in the USA to the less punitive, more welfare-orientated practices under Scandinavian 'exceptionalism'. Chapters are contributed by scholars from numerous and diverse disciplines ranging from law,

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nursing, criminology, psychology, human geography, and education studies. Furthermore, contributions span various methodological and epistemological approaches with important contributions from NGOs working in this area at a national and supranational level. The Palgrave Handbook of Prison and the Family makes a significant contribution to knowledge about who prisoners' families are and what this status means in practice. It also recognises the autonomy and value of

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prisoners' families as a research subject in their own right.

Difficult Women on Television Drama analyses select case studies from international TV dramas to examine the unresolved feminist issues they raise or address: equal labor force participation, the demand for sexual pleasure and freedom, opposition to sexual and domestic violence, and the need for intersectional approaches. Drawing on examples from *The Killing*, *Orange is the New Black*, *Big Little Lies*,

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Wentworth, Outlander, Westworld, Being Mary Jane, Queen Sugar, Vida, and other television dramas with a focus on complex female characters, this book illustrates how female creative control in key production roles (direct authorship) together with industrial imperatives and a conducive cultural context (indirect authorship) are necessary to produce feminist texts. Placed within the larger context of a rise in feminist activism and political participation by women; the growing

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embrace of a feminist identity; and the ascendance of post-feminism, this book reconsiders the unfinished nature of feminist struggle(s) and suggests the need for a broader sweep of economic change. This book is a must-read for scholars of media and communication studies; television and film studies; cultural studies; American studies; sociology of gender and sexualities; women and gender studies; and international film, media and cinema studies.

Seminar paper from the year 2019 in the subject Sociology

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- Gender Studies, grade: 1,3,
University of Tübingen
(Institut für Soziologie),
course: Applied Stratification
Research, language: English,
abstract: This paper focusses
on the question whether and
to what extent this still very
prominent gender-specific
role allocation in the
household is related to or
may have an influence on
the unequal distribution of
women in the labour market.
And further, in which way it
influences this distribution.
In order to answer these
questions, the current article
is structured as follows: First,

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an overview of theoretical debates is provided on the basis of which hypotheses are formulated. Afterwards, the current state of empirical research is presented and discussed critically so that finally a conclusion can be drawn as well as implications be displayed. Gender inequality can be described as the socially constructed practices that attribute certain advantages or disadvantages to individuals because of their belonging to a certain gender category. It is a process that seems deeply rooted in history and

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can be based either on institutionalized notions of gender differences or cultural stereotypes. The main causes of gender inequalities at the macro level are social structures, especially labour market structures or, more specifically, the segregation of such. The causes of the difficulties that women face in career advancement are complex. However, the inequality to the disadvantage of women in occupational fields and positions can be particularly related to their role in the

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family. In middle-class societies, the man is usually responsible for paid employment while the woman takes over the unpaid private obligations of household chores and child education .

Women and Recession
(Routledge Revivals)

Perverse Politics?

People, the Earth,
Environment, and

Technology. C-Cor

Submission, Servitude, and
Escape

The Essential Readings

A Case of Sex Discrimination

The International

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Encyclopedia of Geography
Designed for students of social policy and women ' s studies, this text gives a readable account of the wide range of feminist ideas about women and welfare. The authors draw on feminist theory, research and analysis to explore women ' s experiences of welfare, and the debates within feminism on how and why the welfare state oppresses women. In an original contribution they discuss women ' s impact on the development of the welfare state both as feminist campaigners and as pioneers of new welfare professions. The book concludes by reviewing contemporary feminist strategies to transform the welfare

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state to meet women ' s needs. Whilst the authors put forward their own evaluation of these different feminist approaches, they aim to leave readers with plenty of scope to make up their own minds on the issues.

"This collection challenges outdated notions of a universal worker, offering a glimpse of work organization, management, and worker militancy. It will be of value to academics and activists alike." - Pam Sugiman, Ryerson University
Rethinking patriarchy and male dominance

An updated edition of the groundbreaking anthology that explores the proliferation of gendered violence From Harvey

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Weinstein to Brett Kavanaugh, accusations of gender violence saturate today ' s headlines. In this fully revised edition of Gender Violence, Laura L. O ' Toole, Jessica R. Schiffman, and Rosemary Sullivan bring together a new, interdisciplinary group of scholars, with up-to-date material on emerging issues like workplace harassment, transgender violence, intersectionality, and the #MeToo movement. Contributors provide a fresh, informed perspective on gender violence, in all of its various forms. With twenty-nine new contributors, and twelve original essays, the third edition now includes emerging contemporary issues such as LGBTQ violence, sex

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work, and toxic masculinity. A trailblazing text, *Gender Violence, Third Edition* is an essential read for students, activists, and others.

Motherhoods, Markets and Consumption

Handbook on Gender and Social Policy

Not-so-nuclear Families

Nannies, Migration and Early Childhood Education and Care

Feminist Legal Theory

Executive Summary

Tracing Women and Men Through American History

Annotation How do working parents provide care and mobilize the help that they need? Karen V. Hansen investigates the lives of working parents and the

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informal networks they construct to help care for their children. The book concludes with a series of policy suggestions intended to improve the environment in which working families raise children.

*Complex Inequality and
'working Mothers'*

Providing a state of the art overview, this comprehensive Handbook is an essential introduction to the subject of Gender and Social Policy. Bringing together original contributions and research from leading researchers it covers the theoretical perspectives of the field, the central policy terrain of gender inequalities of

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income, employment and care, and family policy. Examining gender and social policy at both the regional and national level, the Handbook is an excellent resource for advanced students and scholars of sociology, political science, women's studies, policy studies as well as practitioners seeking to understand how gender shapes the contours of social policy and politics.

*Unfinished Business
Working Women
East and West*